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DEC 27 2018

DMAP Pro Se: EEOO Complaint

UNITED STATES DISTRICT COURT  
NORTHERN DISTRICT OF MISSISSIPPI

United States District Court

Click here to enter text.

Wanda L. McKinney

(In the space above enter the full name(s) of the plaintiff(s).)

-against-

North Panola School District

Case No. 3:18cv281-NBB-DAS

(To be filled out by Clerk's  
Office only)

Jury Demand?

Yes

No

(In the space above enter the full name(s) of the defendant(s).

If you cannot fit the names of all of the defendants in the  
space provided, please write "see attached" in the space  
above and attach an additional sheet of paper with the full list  
of names. The names listed in the above caption must be  
identical to those contained in Section I. Do not include  
addresses here.)

## COMPLAINT FOR EMPLOYMENT DISCRIMINATION

### NOTICE

Federal Rule of Civil Procedure 5.2 addresses the privacy and security concerns resulting from public access to electronic court files. Under this rule, papers filed with the court should *not* contain: an individual's full social security number or full birth date; the full name of a person known to be a minor; or a complete financial account number. A filing may include *only*: the last four digits of a social security number; the year of an individual's birth; a minor's initials; and the last four digits of a financial account number.



## II. CAUSE OF ACTION

*Check only the options below that apply in your case.*

This employment discrimination lawsuit is brought under:

- Title VII of the Civil Rights Act of 1964**, as amended, 42 U.S.C. §§ 2000e, et seq., for employment discrimination on the basis of race, color, religion, sex, or national origin.
- Age Discrimination in Employment Act of 1967**, as amended, 29 U.S.C. §§ 621, et seq., for employment discrimination on the basis of age. My year of birth is: \_\_\_\_\_.
- Rehabilitation Act of 1973**, as amended, 29 U.S.C. §§ 701, et seq., for employment discrimination on the basis of a disability by an employer which constitutes a program or activity receiving federal financial assistance.
- Americans with Disabilities Act of 1990**, as amended, 42 U.S.C. §§ 12101, et seq., for employment discrimination on the basis of a disability.
- Click here to enter text.

This Court has subject matter jurisdiction over this case under the above-listed statutes and under 28 U.S.C. §§ 1331 and 1343.

## III. STATEMENT OF CLAIM

The conduct complained of in this lawsuit involves (*check only those that apply*):

CLAIM	DATE(S) OF OCCURRENCE	PLACE OF OCCURRENCE
<input type="checkbox"/> failure to hire me		
<input type="checkbox"/> termination of my employment		
<input type="checkbox"/> failure to promote me		
<input checked="" type="checkbox"/> failure to accommodate my disability	Aug. 2016	North Panola H.S.
<input type="checkbox"/> terms and conditions of my employment differ from those of similar employees		
<input checked="" type="checkbox"/> retaliation	Feb. 2017, Apr. 2017 June 2017	North Panola H.S.
<input type="checkbox"/> harassment		
<input type="checkbox"/> other ( <i>specify below</i> ):		

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The conduct of Defendant(s) was discriminatory because it was based on (check only those that apply):

- |                                |                                   |                                                |                                                     |
|--------------------------------|-----------------------------------|------------------------------------------------|-----------------------------------------------------|
| <input type="checkbox"/> race  | <input type="checkbox"/> religion | <input type="checkbox"/> national origin       | <input type="checkbox"/> age (year of birth: _____) |
| <input type="checkbox"/> color | <input type="checkbox"/> sex      | <input checked="" type="checkbox"/> disability |                                                     |

**Facts**

*State here briefly the specific facts that support your claim: (See Affidavit & Additional sheet)*

*I have attached my signed Affidavit dated May 22, 2018 which lists 20 facts that I want incorporated into my Complaint/Lawsuit that provides detailed information. I was hired on April 1, 1998 as a high school guidance counselor. I informed management about my disability. (see Additional sheet,*

**IV. ADMINISTRATIVE PROCEDURES**

Did you file a charge of discrimination against defendant(s) with the EEOC or any other federal or state agency?

- Yes (*You must attach a copy of the charge to this complaint.*)  
 No

Have you received a Notice of Right to Sue from the EEOC?

- Yes (*You must attach a copy of the Notice of the Right to Sue.*)  
 No

**V. RELIEF**

The relief I want the court to order is (*check only those that apply*):

- Direct the defendant to hire the plaintiff
- Direct the defendant to re-employ the plaintiff
- Direct the defendant to promote the plaintiff.
- Direct the defendant to reasonably accommodate the plaintiff's religion
- Direct the defendant to reasonably accommodate the plaintiff's disabilities
- Direct the defendant to (specify):

*Pay plaintiff compensatory damages of \$130,000.00 for Emotional Distress.*

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**VI. CLOSING**

Under Federal Rule of Civil Procedure 11, by signing below, I certify to the best of my knowledge, information, and belief that this complaint: (1) is not being presented for an improper purpose, such as to harass, cause unnecessary delay, or needlessly increase the cost of litigation; (2) is supported by existing law or by a nonfrivolous argument for extending or modifying existing law; (3) the factual contentions have evidentiary support or, if specifically so identified, will likely have evidentiary support after a reasonable opportunity for further investigation or discovery; and (4) the complaint otherwise complies with the requirements of Rule 11.

I agree to provide the Clerk's Office with any changes to my address where case-related papers may be served. I understand that my failure to keep a current address on file with the Clerk's Office may result in the dismissal of my case.

12-27-2018

Dated

Wanda L. McKinney

Plaintiff's Signature

Wanda L. McKinney

Printed Name (Last, First, MI)

*List the same information for any additional plaintiffs named. Attach additional sheets of paper as necessary.*

**ADDITIONAL SHEET**

**(STATE BRIEFLY THE SPECIFIC FACTS THAT SUPPORT YOUR CLAIM  
CONTINUED)**

**In 2001, I received ADA computer software and assistive technology. In August 2018, I requested an updated version of the ADA computer software and a new computer, because the 2001 software and my computer were not operating correctly. I complained to Braxton Stowe Principal about not receiving my accommodation. In February 2017 and April 2017, I received write ups for Performance. In April 2017, I received a poor performance evaluation from Mr. Stowe and placed on a Performance Improvement Plan (PIP). On June 1, 2017, I was told by Cedric Richardson Superintendent that I was being transferred to Crenshaw Elementary School; I complained about the transfer and being denied accommodation for 10 months.**

**I believe I have been discriminated against because of my disability and was retaliated against for my complaints, in violation of the American with Disability Act Amendment Act. (ADAAA)**